



Resolution on Priority Sector and Occupation Identification
June 15, 2015

Whereas, in accordance with Indiana Code 22-4.5-9-4, among its enumerated functions the Indiana Career Council is charged with matching the education and skills training provided by the state's education, jobs skills development and career training system with the talent needs of the state's developing and future economy; and

Whereas, Strategy 5.1 of the Career Council's strategic plan calls for the State of Indiana to "directly link public investments for education, training, and career development to the priority industry sectors within Indiana's economy"; and

Whereas, the Career Council has charged its Career Pathways Taskforce with conducting an analysis and identification of priority sectors and occupations as called for in Strategy 5.1; and

Whereas, the Career Council Pathways Taskforce has reviewed initial findings of statewide occupational studies and presented its initial recommendations to the Career Council.

It is therefore resolved that the Career Council makes the following **value statements** in regard to priority sectors and occupations in Indiana:

1. Priority sectors and occupations include middle to high skill jobs that demonstrate high demand and provide:
 - a. high growth and
 - b. high and sustainable wages.
2. Priority sectors and occupations should be determined using two categories:
 - a. "Priority Now"—sectors with occupations that are available now and within 1-2 years; and
 - b. "Priority Future"—sectors with occupations that will emerge over a 3, 5, or 10-year time horizon.A sector and its occupations may be both "Priority Now" and "Priority Future"
3. Sector Employers and Partnership Leaders shall play a critical role in helping the State determine immediate and future occupational needs and Priority Now and Priority Future sectors and occupations.
4. State funding shall incentivize sector partnerships and career pathways developed around Priority Now and Priority Future sectors and occupations.

It is further resolved that the Career Council makes the following **recommendations** in regard to identifying Priority Now and Priority Future sectors and occupations in Indiana:

1. The identification of Priority Now sectors and occupations will include:

- a. the use of third-party and Bureau of Labor Statistics data, and employer input, to develop a real-time, accurate and actionable understanding of employer needs and occupational demand;
 - b. data from post-secondary credentials, CTE graduates, certification programs, unemployment data, and incumbent workforce analysis will be used to develop a better understanding of occupational supply; and
 - c. average, median and ranges of wage data will be used to develop a better understanding of occupational wages.
2. The identification of Priority Future sectors and occupations will be based upon the collaborative work of employers, sector representatives, the Department of Workforce Development, the Indiana Economic Development Corporation, and input from relevant think tanks and other sources (e.g. the Brookings Institute's [Advanced Industries](#) report) to identify emerging sectors and occupations nationally and throughout the State of Indiana.
3. The identification of Priority Now and Priority Future sectors and occupations will be facilitated and reviewed at least annually at both a state-wide and regional level by the Department of Workforce Development.

Indiana Career Council